



PATTY PITTS PHOTO

## United Way ready for a book boost

*Campaign still needs more than \$20,000 to reach goal.*

Books and tunes surround communications librarian Betty Gibb, the organizer of this year's "Book-for-a-Buck/Tune-for-a-Loon" sale in the McPherson Library lobby from 9 a.m. to 6 p.m. Nov. 21. All proceeds from the sale go to the UVic United Way campus campaign but more donations of books and record albums are needed to make this year's sale a success. Bring your donations to the library by Nov. 20 and shop for bargains on Nov. 21. The campaign has reached 80 per cent of its goal of \$105,000 thanks to donations like \$140 from the Faculty of Business pumpkin carving contest and \$625.14 from the Facilities Management mulch sale and 50/50 draw. Everyone making a donation on a pledge form by Dec. 6 is eligible for two grand prizes: a Macintosh Performa 5200CD computer compliments of Apple Canada and the UVic Computer Store and a deluxe weekend at the Chateau Victoria Hotel. Call Brian Atwell at 721-7039 for pledge forms or more information.

## Enrolment increases over two years meet provincial target

Overall enrolment at UVic is up 2.4 per cent over last year according to figures compiled by Records Services on Nov. 1. The overall student headcount stands at 17,152 compared to last year's total of 16,739. The undergraduate student headcount is at 15,083, up 2.4 per cent from last year and the graduate student headcount is 2,069, up 2.2 per cent.

While first year enrolment (2,793 students) is down 3.1 per cent, last year's record-breaking enrolment of 2,883 students is continuing to make its presence felt through the system. Second year classes have an enrolment of 3,382 students—a 14.2 per cent increase over last year. Last year's first year enrolment reflected a 50 per cent increase over the previous year and helped boost overall enrolment 11 per cent.

The two successive years of enrolment increases mean UVic has met the provincial government's target of increasing student enrolment by four per cent over last year's funded level.

Third year enrolment is steady, showing a 1.1 per cent increase while fourth year student enrolment is up 2.7 per cent.

## UVic research wins place with ISIS

BY PATTY PITTS

A stress-monitoring system developed at UVic to test the strength of bicycle frames and components has attracted the attention of a National Centre of Excellence which wants to apply the technology to monitor the structural integrity of bridges and other major structures such as highway systems and pipelines. The University is now a member of the Intelligent Sensing for Innovative Structures (ISIS) National Centre of Excellence based at the University of Manitoba.

ISIS works with its parent organization, the Advanced Composite Materials in Bridges and Structures (ACMBS) Network of Canada, to develop innovative systems that combine advanced composite materials (such as plastics, metals and alloys), new fibre-optic sensors, and micro-chip technology for use in the design, reinforcement and repair of civil engineering structures.

Concrete is still the building material of choice for many engineers, but the use of composites, either on their own or combined with concrete, is becoming increasingly popular. UVic's technology, now known as StressNet, enables engineers to monitor and analyze data collected from remote sensors installed beside postage-stamp sized computers which are in turn mounted at the stress points of a structure.

Dr. Ged McLean (Mechanical Engineering), who spear-headed the development of StressNet, will head UVic's ISIS project team. There are currently 18 research projects under the ISIS umbrella categorized under five specific or "theme" areas. All involve structural monitoring systems or building material development.

"I'm very excited and pleased that both the Faculty of Engineering and the University are now partners in ISIS," says Dr.

Jim Provan, Dean of Engineering. "This Centre has recognized that the potential and application for StressNet is vast. Our involvement with this Centre of Excellence provides UVic with the opportunity for national and international exposure for technology developed on this campus."

Canada is considered a leader in both developing advanced composite materials and creating technology for monitoring their effectiveness and integrity. ISIS estimates the potential market for their research to be \$900 billion internationally. Advances made in this field will encourage businesses to create new structural engineering projects, contribute to the rehabilitation of transportation and urban infrastructure in Canada and trigger the creation of new engineering enterprises specializing in the field of advanced composite materials use in bridges and structures.

## Soccer and cross-country win top titles

UVic Vikes teams claimed two more national titles and narrowly missed a third in Canadian Interuniversity Athletic Union (CIAU) action prior to reading break. The Vikes men's soccer team downed the University of Western Ontario 1-0 in Toronto Nov. 10 to claim its first title since 1987. The underdog Vikes, ranked seventh nationally heading into the tournament, placed four players on the all-star team: captain J.J. Atterbury, Maurizio Conforti, Geordie Lyall and Simon Vickers. Coach Bruce Wilson was named CIAU soccer coach of the year, an

honour he also won in 1991-92. Conforti was also named CIAU male athlete of the week.

The Vikes men's cross-country team claimed their third straight CIAU title in Montreal on Nov. 9 and coach Brent Fougner was presented with his third straight coach of the year award. This year, UVic won the event by the biggest margin ever. The team's top five runners finished with 33 points. Queen's was second with 109 points. In cross-country running, points are awarded according to a runner's placing. The higher the placing, the lower the score. The Vikes'

top runner, Graham Cocksedge, covered the 10-kilometre course in 33 minutes and 18 seconds for an individual third place finish.

The Vikes women's field hockey team lost a heart-breaking CIAU championship game to the University of Toronto 4-2 on the UVic field Nov. 3. The day before, the Vikes pulled off a dramatic 2-1 overtime win against the University of Alberta before 700 fans to earn a berth in the final game. Vikes players Aoibhinn Grimes, Lia MacFarlane and Julia Wong were named to the tournament all-star team.

## Last chance to win holiday weekend



Spy Ring presents the complete set of clues from the past three editions of *The Ring*, in preparation for the draw which will identify the winner. The winning entry will be announced in the Nov. 29 *Ring*.

The grand prize winner and his or her guest will enjoy a holiday weekend for two, um College Inn, with two nights each at the Inn, two breakfasts each and a dinner for two. All correct entries will be entered in the draw. If you haven't already solved the mystery, here is your final opportunity. Sharpen your pencil, fill out the entry form below and send it to *The Ring* at University House #2, PO Box 3060, Victoria, B.C. V8W 3R4—or fax it to *The Ring* at 721-8955. Entries are to be submitted by Nov. 22. Here are all the clues, beginning with those presented in the Oct. 4 *Ring*.

Say no to the charge

We are three in one

Controversial issues are on the boards

A flight of fancy

Dress code can vary

There will be more to play in 1996-97

I'm fifteen years old

In summer, we've been known to go outside

Educated women are currently in focus

"It's elementary, my dear Watson.

The answer can only be \_\_\_\_\_"

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone number: \_\_\_\_\_



## Song and Wong remanded in custody

As this edition went to press, *The Ring* was advised that UVic students Kevin Y.W. Wong and Richard Bong-Jun Song have been remanded in custody pending their trial on six criminal charges.

The charges are joint counts of robbery (two counts), attempted kidnapping, assault with intent to steal, and assault with a weapon. Song also faces one count of possession of stolen property.

The charges stem from two robberies of taxi cab drivers and an attempted abduction of a 47-year old woman on Henderson Road earlier this month.

Wong and Song have been in custody since their arrest on Nov. 3.

## Ian Campbell, former director of Campus Planning, mourned

Ian Campbell, Director of Campus Planning from 1971 to 1987, died peacefully in Victoria on Oct. 26. He was born in Winnipeg in 1923, served with the Canadian army in Europe during World War II, and received his engineering degree from the University of Calgary.

Trevor Matthews, former vice-president, administration, who worked closely with Campbell, describes him as "a real gentleman who quietly made a very significant contribution to the University. He thought a great deal about the buildings and landscaping of campus, and there are a number of buildings that show his very fine hand, including the Interfaith Chapel and the site choice for the Faculty Club. It was a privilege to work with him."

Buildings completed during Campbell's tenure also include Cunningham, the Clearihue extensions, Saunders, McKinnon, University Centre, MacLaurin Music Wing, the Gordon Head and McGill residences, Begbie, and the Phoenix building.

Friends and family gathered for a memorial service in the Interfaith Chapel Oct. 31.

## Provost's Lecture

# Taking a new look at sex and gender

If the 60s rock group The Kinks were singing about *Lola* today, they'd be more likely to describe her as transgendered than someone who "looked like a woman but talked like a man." But then again, *Lola* might not agree with that term either. Dr. Holly Devor (Sociology) will examine the increasing ambiguity surrounding gender roles in "How Many Sexes? How Many Genders?—When Two Are Not Enough," the inaugural lecture in the 1996-97 Provost's UVic Faculty Series at 7:30 p.m. on Nov. 20 in the Human and Social Development Building, Room A240.

"The lecture is about how our gender system is being strained by the realities of transgendered people who are making themselves known," says Devor, an award-winning teacher and a member of the International Academy of Sex Research. "I'll

discuss how two sexes (men and women) and two genders (male and female), and two sexualities (heterosexual and homosexual) are simply not adequate terms to describe a lot of people."

Devor will be drawing from research conducted during interviews for her first book, *Genderblending: Confronting the Limits of Duality*, and her upcoming book, *FTM—Female-to-Male Transsexuals in Society*, to trace an emerging movement of people whose perceptions of their gender, sex and sexual identities shift and change, sometimes, but not necessarily, in response to physical transformations.

She says that, initially, the term 'transgendered' referred to male cross-dressers. Then it expanded to include masculine women who passed themselves as men and people of both sexes who altered their appearance without surgery

and without hormone treatment. Now, she adds, there is no generally agreed upon term for transgendered.

Many transgendered people do not have a fixed gender identity and, in some cases, their bodies are not fixed either and continue to change says Devor, adding that they seek out different partners at different times making it difficult to describe what it is these people are doing and who it is that they are.

Devor says she is not attempting to provide a definitive explanation for transgenderism in her illustrated presentation. She will demonstrate how society must reexamine how it regards sex and gender and accept that the old binary model of male/female, man/woman, and heterosexual/homosexual just isn't sufficient for a growing segment of the population.

## PEA elects new executive

The UVic chapter of the Professional Employees' Association has elected a new team of executive officers for a one-year term beginning Nov. 15. Results of the poll, announced on Nov. 13, are as follows: President (by acclamation) Glen Darling (Computer Science); members of the executive: Dick Chappell (Facilities Management), Tom Gore (Biology), Jane Kovach (Computing User Services), Ann Nightingale (Graduate Admissions & Records), Mary O'Rourke (Conference Management), and Rosalie Phillips (Graduate Admissions & Records). From among their numbers, the executive will elect a vice-president, secretary and treasurer.

## Flikweert Shewchuk will remain at RRU

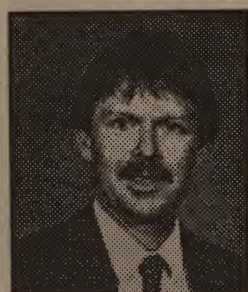
Cathy Flikweert Shewchuk, manager of treasury services, has left UVic for a new position as senior finance officer at Royal Roads University. For the past year, she has been on secondment to RRU, setting up their accounting and budgeting systems and assisting in developing their initial strategic plan. She came to UVic

in 1992 from Brandon University, where she was director of financial and accounting services.

Her responsibilities at UVic included short-term investments, fees, receivables, insurance, research accounting, and banking issues. She also served as a trustee on the faculty and administrative and academic

professional pension board and the board of CFUV.

"Cathy has exceptional skill in anticipating and resolving university financial issues and a very high energy level," says Bob Worth, director of financial services. "Her colleagues at UVic wish both Cathy and RRU every success."



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Classified ad rates are \$10 for up to 25 words and \$.50 for each additional word. Ads will not be accepted by phone and must be delivered in writing, with cash payment, to UVic Public Relations and Information Services, University House 2. The advertising deadline is eight days before publication date. For more information, please call 721-7636.

**CHESS TOURNAMENT - MACL - D111 Nov. 23/24, 9:30 am 881-1309 / 382-4519.**

## QUOTE

"You grow up the day you have your first real laugh at yourself."  
—Ethel Barrymore (1879-1959)

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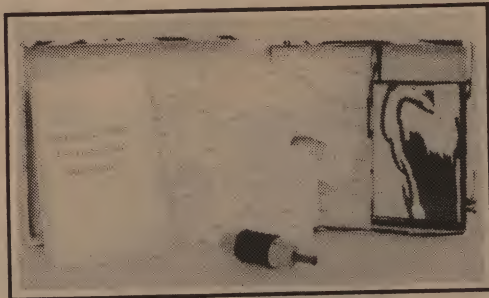
## Displays, lecture herald Butor visit

BY ROBIE LISCOMB

Displays of rare and unusual materials and an introductory public lecture on the work of Michel Butor are taking place to mark the upcoming visit of the French writer and book artist who will receive an honorary degree at the Nov. 30 Convocation ceremony.

Both the university Archives and Special Collections have mounted exhibitions drawn from the wealth of Butor materials donated to UVic by Dr. Jennifer Waelti-Walters (Women's Studies), a widely recognized expert on the work of Butor.

Butor was born in 1926, became a professor at the University of Geneva in 1975, and has numerous other teaching positions including several visiting professorships in the U.S. He received initial notice as one of the French *Nouveau*



*Michel Butor's Matériel pour un Don Juan, part of a display outside Special Collections in the Library, includes an audiotape, musical instrument, three-dimensional printed text and instructions.*

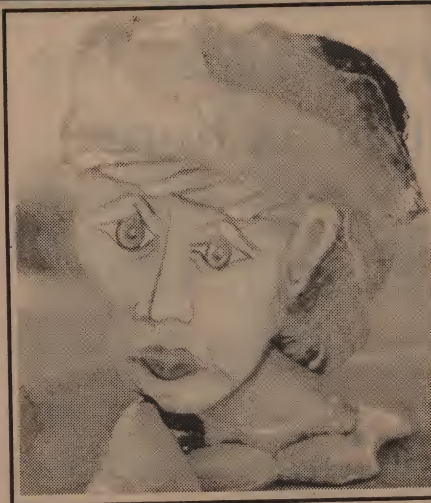
Roman writers of the late 1950s. His works have been characterized as fiction, poetry, criticism, drama, visual art, and experimental writing. Waelti-Walters describes it as "systematic exploration/description of the networks of relationships that make up our perception of the world ... involving ... collaboration with other artists, experiments in structure and typography and a total rejection of any concept of genre."

The Libraries' holdings—and

the two displays—include rare and unique books and multimedia packages, and items (some sculptural in nature) from Butor's correspondence with Waelti-Walters. A further display of Butor's books, pictures and other creations has been mounted in the French Department on the second floor of Clearihue's C wing.

Waelti-Walters will deliver a free public lecture (in English) entitled "An Introduction to Michel Butor" Nov. 22 at 12:30 p.m. in Clearihue A309. Her work on Butor includes three books and a large number of reviews, lectures, papers and articles.

On Nov. 29 at 12:30 p.m. in Clearihue A309, Butor will deliver a free public talk in French entitled "Le voyage de l'écriture (Writing As an Exploration".



*I Think I'll Act, ceramic by Helen Robertson, instructor in art education at UBC, is being exhibited at the Looking Forward, Looking Back, Tri University and Colleges Art Exhibition, now at the McPherson Library Gallery up to Nov. 25. In this exhibit, for the first time in their history UVic, SFU and UBC, along with Malaspina College, present the work of their artist educators in one exhibit.*

### Who's really who...

You may have already noticed...but, in the Nov. 1 *Ring*, on page 6 the printer inadvertently switched the cutlines on two photos, causing an odd identification. Here's what the photo subjects really look like.



*"The campus fund-raising program is a system that encourages and promotes good planning," says program manager Alan Berezny of the Division of External Relations.*



*Dree Thomson (right) is the new development officer for the faculties of law and engineering. Jeannette Allan (left) works in the faculty of business.*

## University of Victoria Alumni Association Award(s) for Excellence in Teaching

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Alumni, students and staff are invited to nominate faculty members, sessional lecturers or senior laboratory instructors who have taught at UVic for at least three years for this prestigious award. Up to three awards will be presented in any area of study at UVic.

The award recognizes:

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- capacity to motivate students
- setting an example of high standards for him/herself and students
- effective communication of the subject
- accessibility after class hours
- a reputation for superior teaching
- a knowledge of new teaching methods and course design.

Nomination forms must be accompanied by two letters of support from the principal nominators. Nomination forms are available from the Alumni Office in University House One—call 721-6000 for information—or by email at alumni@uvic.ca.

The deadline for nominations is Friday, November 29, 1996.

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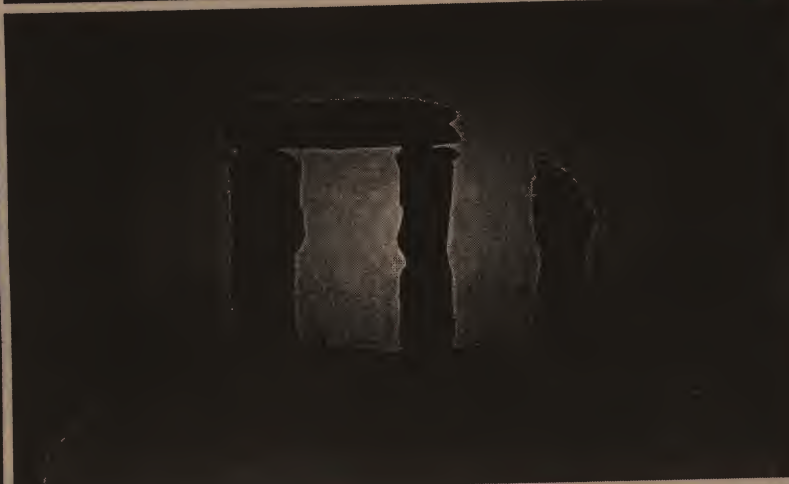
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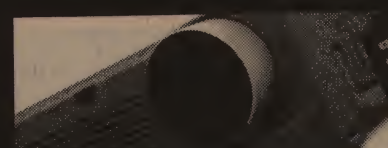
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## Prepare now, in case the big one happens here

*This is the first of a series of articles The Ring will run during the next few months on how to prepare your family, home, office and car for an earthquake. The information is provided by Daphne Donaldson of UVic's occupational health and safety department.*

Last month's hurricane-force windstorm that toppled trees and left a reported 16,000 people on Vancouver Island without power is another wake-up call for the need to think about emergency preparedness before a catastrophe, says Daphne Donaldson of UVic's occupational health and safety department. She offers these tips to prepare your home and family for an earthquake:

- Prepare an emergency kit for your home, office and car. Remember to include supplies for pets.
- Develop a plan for communicating with your family. Identify a family meeting place in town and find a friend or relative outside B.C. whom each member of the family can contact if the family is separated. Often, phone service out of province is functional even though in-province service is not. If everyone in your family knows they should call Uncle Ted in Edmonton and report their whereabouts, he will become the information source for other family members. Talk to your children about what to do if they are at home or school or if the family is separated. Become familiar with your children's school emergency plan.
- Make sure each member of your family knows how to shut off the utilities: gas, electricity and water. Do not shut off the gas unless there is a leak or fire. If the gas is turned off, do not attempt to turn it on again. This must be done by a qualified technician.
- Store four litres of water per person, per day, in a tight-lidded, non-breakable container. Replace stored water at least every six months. Water can be made safe to drink by using four drops of liquid household bleach in 4.5 litres of clear water or 10 drops in 4.5 litres of cloudy water.
- Secure your hot water tank so it will remain standing after a quake. After an earthquake, if the water is still running, fill a bathtub as an additional source of water.
- Check for home hazards. Secure top-heavy furniture. Put plywood up in the attic on joists around each chimney to help prevent bricks and mortar from coming through the ceiling.
- Locate beds away from chimneys, windows, heavy pictures or anything that might fall on them.
- Keep flammable items and household chemicals away from heat and store in secondary containers to contain spills.
- Check your earthquake insurance coverage with an insurance broker.

Occupational Health & Safety has videos about emergency preparedness for use at departmental meetings or classes. The videos include *Academic Aftershocks* (what happened after California State University at Northridge was devastated by an earthquake) and *On Shaky Ground* (a realistic, but fictional, documentary produced by CTV on what could happen should a quake hit B.C.). Earthquake preparedness seminars are also available. Call 721-8879 for more information.



### Co-op writing students receive awards for work

*The photo above of young Nicky Dobson stroking the fur of an Arctic wolf, in an animal display in Cranbrook, B.C., won the best photo award for UVic co-op writing student Conal Campbell in the British Columbia and Yukon Community Newspaper Association (BCYCNA) 1996 award competition. Campbell, Glenn Drexhage and Andrea Scott all received awards this fall for, respectively, best photo, best work term report, and best feature article by a UVic student during a 1995-96 co-op placement.*

### At Senate

## Presidential selection procedures reviewed

BY ROBIE LISCOMB

Debate at the Nov. 6 meeting of the University Senate centred on the report of the Joint Board-Senate Committee on the Review of the Procedures for the Appointment of the President and Vice-Chancellor. The committee was established after the last presidential review in 1994 and charged with reviewing and updating UVic's selection procedures, which were last reviewed in the late 1970s.

The committee presented its new draft procedures to Senate for consideration at this meeting. Some of the changes reflected in the draft are:

- The search committee will include the Board member elected to represent University employees and the President of the UVic Alumni Association or his/her nominee; a representative of the Faculty Association will not be on the committee; a vice-president or dean elected by the deans and vice-presidents could serve on the committee.
- The advisory ballot on the acceptability of the candidate recommended by the search committee will be extended to regular staff members as well as regular faculty.

There was debate on a

provision enabling the search committee to limit the search to internal candidates in the event that an incumbent president is not being considered. It was argued that an internal search would limit unnecessarily the pool of potential candidates and that the goal should be to hire the best person possible for the job. This provision was removed as the result of an amendment.

A provision that the short-listed candidates would each deliver a public presentation was removed by amendment after it was argued that public identification of candidates at this stage would discourage some people, including presidents of other universities, from applying.

Senate passed a motion to table the draft procedures until its December meeting, instructing the committee to redraft the procedures to incorporate the amendments.

### Diploma and certificate programs in Canadian studies for international students approved

Senate approved these multi-disciplinary programs designed primarily for international students. They are scheduled to be offered for the first time in September 1997 by the divisions of humanities and social sciences and the Faculty of Fine Arts in cooperation with Continuing Studies.

The diploma program will require completion of 18 credit units and the certificate program, 12. Student residency will normally be two consecutive semesters.

The programs are structured to recover all development, instructional and administrative costs. Program curriculum will include four new courses as well as a number of electives among existing university offerings.

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## Welcome to the real world...or, is it?

By TERESA MOORE

The setting is decidedly un-corporate as are the blue jeans and sweatshirts that dot the room, but in a classroom in the lower level of the Carnegie Building at Blanshard and Yates, the president, vice presidents and directors of Millennium Corporation are discussing a new marketing strategy for the international company that works in information technology. They're young—most are under 30—enthusiastic and so committed to the company that they think nothing of putting in 12-hour days, six or seven days a week. Sound like ideal employees that any company would scoop up? Well, the 30 Millennium Corp. employees hope some day they will be. Right now, however, they're students, and the company that keeps them working late at night and busy on the weekends won't be found on the stock market or even in the phone book. It doesn't exist. It's a fictional company, created as a learning tool for UVic's pioneering Information Technology Professional (ITP) program.

The program, developed by a national steering committee of educators and business people, is the first of its kind in North America and, according to Jeanette Muzio, the program's director, is just what the information technology industry is crying for as jobs in the field go unfilled.

"There are so many information technology-related jobs out there—an estimated 24,000 across the country that are not filled because there aren't enough people trained to fill them," says Muzio.

The intensive, 12-month course was launched in September as a three-year pilot-project. UVic is the only university in the country currently offering the program, although it is offered at two community colleges and one private-sector training institute in eastern Canada. For nine months students are the executives and employees of Millennium Corp., managing all aspects of the

company's operations including finances, marketing initiatives, operational strategy and personnel issues. In so doing, they acquire the technical and management skills Muzio says are needed to make them marketable and competitive in the booming information technology field. A further three months is spent in paid co-op work terms in businesses in Victoria and Western Canada.

"They are being trained in information technology, financial planning and time management while acquiring important leadership skills," says Muzio, who is also chair of Millennium's board of directors. The board is made up of the program's faculty and interested members of the business community. The cost of the program is \$12,000 which includes an industry certification in Microsoft, an \$8,000 course if taken independently. Federal subsidies are available for students under 30 years of age to offset the cost of the program.

Like most of her colleagues, Randah McKinnie, came to the program eager to get training in the information technology field. The 25-year-old former competitive rower and UBC grad had a good job but wanted to expand into a new field.

"One day I was reading the want ads in *The Globe and Mail* and saw all these jobs that I couldn't apply for because I wasn't qualified. It was disheartening. Then I turned the page and there was an ad for the UVic program." She applied, was accepted and is now president of Millennium Corp.

One element of the program that particularly impresses McKinnie is how involved the students are.

"The team dynamics are incredible," she says. "In just a few weeks everyone knows everyone and we're working really hard to harness the power of the group."

The 30 students who make up the inaugural class bring a variety of work and educational experiences to the program. Most have no formal training in computer science, all are either university or community college grads and they range in age from 22 to 44. The average age is 25.

At 38, Colin Owen is one of the oldest students in the class and came to the program to prepare himself for a career move. While his younger colleagues bring unbridled enthusiasm and creative ideas to the program, Owen also brings more than a decade of experience in the corporate world as the manager of a travel agency and a marketing consultant. He says the many similarities between the real world and the simulated world of Millennium Corp. are one of ITP's strengths.

"We're working in a company rather than a traditional classroom environment, so we are forced to associate with everyone who works with us, whether they are like us or not. It's like the real world. You're hired by a company and you work with the people who are there. Without Millennium, we'd be in cliques with people just like ourselves. This is an important learning experience," says Owen, who hopes to become a computer trainer and work in developing countries.

Trevor Walker sees ITP as the stepping stone he needs to a move up in his field. The 25-year-old UVic grad with a background in geography and environmental studies works in the environmental technology sector—a field that is increasingly dependent on computers and databases.

"If I want to continue in environmental planning, I need to catch up. ITP is giving me the training and experience I need," he says.

A second course begins in January 1997, and Muzio is now reviewing applications for admission. For more information contact her at 721-8459.



LAUREL HUNGERFORD PHOTO

## Dangerous pleasures: prostitution and modernity in 20th century Shanghai

Dr. Gail Hershatter (above) takes the title of her upcoming Women Scholars lecture on Nov. 21—*Dangerous Pleasures: Prostitution and Modernity in 20th Century China*—from her work in progress, soon to be published by University of California Press. She is also co-author of *Personal Voices: Chinese Women in the 1980s* which was published by Stanford University Press in 1988, with a Chinese edition forthcoming. Hershatter has many other books and articles about

China and the place of women in China to her name, including *Remapping China*, published this year by Stanford University Press, and *Engendering China: Women, Culture, and the State*, published in 1994 by Harvard University Press. She is the director of the Centre for Cultural Studies at the University of California at Santa Cruz. Her lecture on Nov. 21 will be at 8 p.m. in the Human & Social Development Building, Room A240. It is free and open to the public.

## RINGERS

Peter Darling, retired assistant to the vice-president administration and director of supply and technical services, has been chosen to receive the professional service award of the Association of Professional Engineers and Geoscientists of B.C., in recognition of outstanding volunteer service. During the past 15 years, Darling has served the association in a variety of committee positions and on the council. He also has served the Victoria United Way and the Swan Lake Christmas Hill Nature Sanctuary in a number of positions during the last 20 years. He is currently president of the UVic Retirees' Association.

Dr. Ed Ishiguro (Biochemistry & Microbiology) has been appointed chair of NSERC's cell biology grant selection committee for 1996-97. This committee is one of the largest in the life sciences and will adjudicate more than 160 grant applications in the February 1997 competition. Ishiguro has been a committee member for three years.

Dr. Michael Prince, Lansdowne Professor of Social Policy in the Faculty of Human and Social Development was keynote speaker at a meeting of the National Housing Research Committee, in Ottawa last month. The committee is organized by the Canada Mortgage and Housing Corporation and includes representatives from all provincial housing agencies as well as the major housing organizations. Prince spoke on recent trends in Canadian social policy and their potential impact on social housing and research in the housing field.

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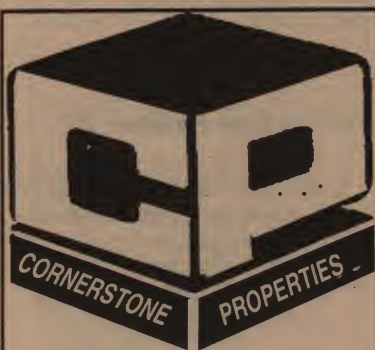
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# CALENDAR

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS NOV. 22.

## ATHLETICS EXHIBITIONS LECTURES MUSIC RECREATION THEATRE WORKSHOPS & CONFERENCES OTHER



### Phoenix Theatre Performances

November 15, 16, 19 (dinner theatre\*), 20, 21, 22, 23, 26 (dinner theatre\*), 27, 28, 29, & 30  
All performances begin at 8:00 p.m.; \*Dinner at 6:00 p.m.  
*God's Country* by Steven Dietz. Directed by Harvey M. Miller. \$15 Performance; \$19 Dinner at Phoenix Theatre Box Office. Phoenix Theatre. Info 721-8000.

### Friday, November 15

**M 12:30 p.m. Fridaymusic.** School of Music guitar & harp students. Phillip T. Young Recital Hall. Info 721-7903.

**A 6:30 p.m. Women's Basketball.** vs. Saskatchewan. \$3-\$6.50 McKinnon Gym. Info 721-8406.

**M 8:00 p.m. Women Composers Concert.** Women Composers of the School of Music. Phillip T. Young Recital Hall. Info 721-7903.

**A 8:15 p.m. Men's Basketball.** vs. Saskatchewan. \$3-\$6.50 McKinnon Gym. Info 721-8406.

### Saturday, November 16

**M 9:00 a.m. Women Composers of Song in the 19th Century.** International Conference. Phillip T. Young Recital Hall. Info 721-7903.

**M 12:30 p.m. Women Composers of Song in the 19th Century.** International Conference Concert by UVic faculty and guest artists. Phillip T. Young

Recital Hall. Info 721-7903.

**M 2:00 p.m. Headlines.** *City of Gardens Chorus, Sweet Adelines International.* Featuring Seattle Sound, male barbershop quartet. \$13 at Univ. Centre box office. Univ. Centre Auditorium. Info 384-3831.

**M 2:30 p.m. Greater Victoria Youth Orchestra.** Conducted by János Sándor. Works by Cimarosa, Grieg, Dvorak and Mozart. \$6/9/12 at Univ. Centre box office. Univ. Centre Auditorium. Info 386-6121.

**M 5:00 p.m. Women Composers of Song in the 19th Century.** International Conference. Phillip T. Young Recital Hall. Info 721-7903.

**A 6:30 p.m. Women's Basketball.** vs. Saskatchewan. \$3-\$6.50 McKinnon Gym. Info 721-8406.

**M 8:00 p.m. Headlines.** *City of Gardens Chorus, Sweet Adelines International.* Featuring Seattle Sound, male barbershop quartet. \$15 at Univ. Centre box office. Univ. Centre Auditorium. Info 386-6121.

**M 8:00 p.m. Women Composers of Song in the 19th Century.** International Conference Concert by UVic faculty and guest artists. \$6-\$10 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

**A 8:15 p.m. Men's Basketball.** vs. Saskatchewan. \$3-\$6.50 McKinnon Gym. Info 721-8406.

### Sunday, November 17

**M 9:00 a.m. Women Composers of**

*Song in the 19th Century.* International Conference. Phillip T. Young Recital Hall. Info 721-7903.

**O 2:00 p.m. Women of the Bible.** 4-part series exploring the stories of women of faith & action. \$15 per session. Interfaith Chapel. Info 721-8338.

**O 2:00 p.m. UVic Ballroom Dance Club Workshop "Waltz."** (UVBDC). \$3/5. Student Union Multi-Purpose Room. Info 598-9807.

**M 2:30 p.m. Greater Victoria Youth Orchestra.** Conducted by János Sándor. \$6-\$12 at Univ. Centre box office. Univ. Centre Auditorium. Info 360-1121.

**M 2:30 p.m. Faculty Recital.** Alexandra Pohran Dawkins, oboe & Jane Hayes, piano. \$6-\$10 at School of Music. Phillip T. Young Recital Hall. Info 721-7903.

### Monday, November 18

**W 11:30 a.m. Accessing the Hidden Job Market.** Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

**O 11:00 a.m. The Design of Insect Eyes.** Biology Dept. Seminar. Lansdowne Lecturer, Dr. Michael Land, University of Sussex, U.K. Arbutus Room, Commons. Info 721-7142.

### Tuesday, November 19

**W 9:00 a.m. Job Search Strategies.** Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

**W 11:30 a.m. Resume Critique.** Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

**L 12:30 p.m. Notes From Manila: Reportage on the 6th ASEAN Young Leader's Forum.** Dr. Kate Frieson. (Pacific & Asian Studies). Human and Social Development Building A264. Info 721-7020.

**O 12:30 p.m. What is a "Lutheran"?** Alfred Maier, Chaplain Mark Beiderwieden (Interfaith Chaplain Service). Univ. Centre B228. Info 721-8338.

### Wednesday, November 20

**W 9:30 a.m. Finding your Fit: a Guide to Researching Employers.** Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

**W 1:30 p.m. Where Are the Jobs? Work in the New Economy.** Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

**L 3:30 p.m. Stratigraphic Modelling of the Fraser River Delta.** Pat

Monahan, UVic (Earth & Ocean Sciences). Clearihue A303. Info 721-8848.

**W 4:30 p.m. Developing Integrated Lesson Plans.** Angele Segger, UVic. (Linguistics and Continuing Studies). Clearihue A306. Info 721-7420.

**L 7:00 p.m. The Optical Inventions of Nature.** Lansdowne Public Lecture. Dr. Michael Land, University of Sussex, U.K. David Lam Auditorium (MacLaurin A144). Info 721-7142.

**L 7:30 p.m. How Many Sexes? How Many Genders? - When Two Are Not Enough.** Dr. Holly Devor, UVic. Provost's UVic Faculty Series Lecture. Human & Social Development. Info 721-7636.

**M 8:00 p.m. 5th Reg. Band.** \$12.50 at Univ. Centre box office. Univ. Centre Auditorium. Info 386-6121.

### Thursday, November 21

**W 9:00 a.m. & 2:30 p.m. Resume 201: Putting it All Together.** Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

**W 11:30 a.m. Interview Tips.** Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.

**L 11:30 a.m. Synthetic Models for Transmembrane Cation Channels.** Merck Frosst Lecture. Dr. George Gokel, Washington University (Chemistry). Elliott 162. Info 721-7156.

**L 1:00 p.m. Interactive Learning Using Engaging & Effective Multimedia.** Dr. Ernie Chang, Calgary, AB (Computer Science). Elliott 061. Info 721-7209.

**O 7:30 p.m. Victoria International Development Education Association (VIDEA).** Information on work and volunteer opportunities overseas. Students Union Building, Multi-purpose Room. Info 385-2333.

**O 7:30 p.m. Gail Anderson-Dargatz & Eden Robinson - Author Readings.** (Bookstore). Finnerty Express, Bookstore. Info 721-8311.

**L 8:00 p.m. Dangerous Pleasures: Prostitution and Modernity in 20th Century Shanghai.** Women Scholars Lecture. Dr. Gail Hershatler, University of California, Santa Cruz (History). Human & Social Development A240. Info 721-7382.

### Friday, November 22

**O 12:30 p.m. Family Violence.** Law Faculty Seminar. Prof. Don Dutton, UBC. Faculty Workroom, Begbie. Info 721-8160.

**M 12:30 p.m. Fridaymusic.** Works by

students in the School's composition program. Phillip T. Young Recital Hall. Info 721-7903.

**L 12:30 p.m. An Introduction to Michel Butor.** Dr. Jennifer Walti-Waelters (French Department). Clearihue A309. Info 721-7371.

**L 2:30 p.m. Cities on the Sea: Communication and Concentration in Modern Japan.** Carl Mosk, UVic (Economics). Cornett B335. Info 721-8532.

**O 3:00 p.m. Vision in the Ocean.** Biology Dept. Seminar. Dr. Michael Land, University of Sussex, U.K. Cunningham 146. Info 721-7142.

**A 7:00 p.m. Women's Volleyball.** vs. UBC. \$3-\$6.50 McKinnon Gym. Info 721-8406.

**M 8:00 p.m. Hands Across the Sea.** UVic Wind Symphony. Conducted by George Corwin. Admission by donation. Univ. Centre Auditorium. Info 721-7903.

### Saturday, November 23

**O 2:00 p.m. UVic Ballroom Dance Club Workshop "Rhumba."** (UVBDC). \$3/5. Student Union Multi-Purpose Room. Info 598-9807.

**M 2:30 p.m. Victoria Symphony Prime Time Classics Concert.** Conducted by Peter McCoppin. Stephanie Chow, piano soloist. \$14.50-\$20 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

**M 2:30 p.m. Student Recital.** Cellists from the class of Pamela Highbaugh Aloni. Phillip T. Young Recital Hall. Info 721-7903.

**A 7:00 p.m. Men's Volleyball.** vs. UBC. \$3-\$6.50 McKinnon Gym. Info 721-8406.

**M 8:00 p.m. Victoria Symphony Prime Time Classics Concert.** Conducted by Peter McCoppin. Stephanie Chow, piano soloist. \$14.50-\$20 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

### Monday, November 25

**L 9:30 a.m. Silicate Liquids & Mantle Geodynamics.** Dr. Kurt Kyser, Queen's University. (Earth & Ocean Sciences). Halpern Grad Student Centre. Info 721-8848.

**L 7:00 p.m. Changing Issues in Health Care.** Ivory Warner, President, B.C. Nurses Union. Human & Social Development A240. Info 472-2003.

**L 7:30 p.m. Women's Bodies, Power And The State.** Dr. Himani Bannerji. (Human and Social Development, Nursing, Women's Studies). UVic Student Union Building Multi-purpose Room. Info 721-8050.

**L 7:30 p.m. The Aging Fleet Challenge.** Lansdowne Public

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Lecture. Dr. Ulf Goranson, UVic. (Engineering) David Lam Auditorium, (MacLaurin A144). Info 721-6023.

## Tuesday, November 26

- O 12:30 p.m. *Due Process v. Victims' Rights: The New Politics of Criminal Justice in Canada*. Law Faculty Seminar. Prof. Kent Roach, University of Toronto. Faculty Workroom, Begbie. Info 721-8160.
- L 3:15 p.m. *Jet Transport Structures Evolution*. Lansdowne Public Lecture. Dr. Ulf Goranson, UVic. Engineering Office Wing 430. Info 721-6023.
- L 4:00 p.m. *What's Wrong With Pseudo-Secularism?* Radhika Desai, (Political Science) UVic. (Centre for Studies in Religion and Society). Clearihue A215. Info 721-6325.

## Wednesday, November 27

- W 9:30 a.m. *Resume Critique*. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.
- W 1:00 p.m. *Interview Tips*. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.
- W 3:30 p.m. *Finding Your Fit: a Guide to Researching Employers*. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.
- W 4:30 p.m. *Trekking to Taiwan*. An illustrated talk about EFL teaching opportunities overseas. John van Loon, UVic. (Linguistics and Continuing Studies). Clearihue A306. Info 721-7420.
- O 7:30 p.m. *Disability: The inclusion of People with Disabilities in Community Building*. Public issues panel discussion. Sponsored by Leon & Thea Koerner Foundation and the Faculty of Arts and Science.

(Continuing Studies). Registration Required. Human & Social Development Building A240. Info 721-8458.

## Thursday, November 28

- W 10:00 a.m. *Accessing the Hidden Job Market*. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.
- W 1:00 p.m. *Resume Critique*. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.
- L 4:00 p.m. *New Planet Discoveries*. Dr. Ana Larson, UVic. (Physics & Astronomy). Elliott 061. Info 721-7700.

## Friday, November 29

- W 9:30 a.m. *Resume 101: Your Skills Portfolio*. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.
- W 12:30 p.m. *Resume 101: Your Skills Portfolio*. Workshop (Student Employment Centre). \$5 Campus Services Building 110. Info 721-8419.
- L 12:30 p.m. *Le Voyage de L'écriture* (Writing as an exploration). Talk in French by Michel Butor. Clearihue A309. Info 721-7371.
- L 2:30 p.m. *The Interaction between Equipment and Labor Input*. Per Krussell, Rochester (Economics). Cornett B335. Info 721-8532.
- L 2:30 p.m. *Aboriginality & Social Healing: Further Reflections on the Whapmagoostui Gatherings, 1993*. Dr. Naomi Adelson. Department Colloquium (Anthropology) Cornett A129. Info 721-7046.

- O 3:00 p.m. *Genes in Normal and Abnormal Pigment Cell Formation in Xiphophorus*. Biology Dept. Seminar. Dr. Jurgen Vielkind, UBC. Cunningham 146. Info 721-7107/7099.

A 6:15 p.m. *Women's Basketball*. vs. Lethbridge. \$3-\$6.50 McKinnon Gym. Info 721-8406.

A 8:00 p.m. *Men's Basketball*. vs. Lethbridge. \$3-\$6.50 McKinnon Gym. Info 721-8406.

## Saturday, November 30

A 6:30 p.m. *Women's Basketball*. vs. Lethbridge. \$3-\$6.50 McKinnon Gym. Info 721-8406.

M 8:00 p.m. *Handel-Israel in Egypt*. UVic Chorus & Orchestra conducted by János Sándor. \$6-\$10 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-7903.

A 8:15 p.m. *Men's Basketball*. vs. Lethbridge. \$3-\$6.50 McKinnon Gym. Info 721-8406.



PATTY PITTS PHOTO

*Duck meets loon at the annual Loonie Lay-In held Nov. 1 at the University fountain. UVic student groups laid loonies end-to-end around the fountain for the United Way campus campaign. When all the feathers had settled, a total of \$9,334 had been collected. The Engineering Students Society contributed \$1,700—the biggest group donation. UVic was victorious over Camosun College when the student contribution per capita was tallied.*

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Dr. Norma Mickelson  
Mr. Kelly Sundberg

Candidates for Senate are: William Ted Allison, Olivia Barr, Mark Bridge, Mimi (Graham) Donald, Joel Freedman, Vivian Muir, Donald Prescott, George Pringle, Brenda Rieger, B. Cameron St. John, Ralph Thomas Sketchley, Kimberley Anne Strom.

UVic grads, faculty or retired faculty and full-time employees with a university degree may vote as well as Victoria College alumni, honorary graduates, past or present Senate members, past or present Board of Governors members, and founders.

Ballots are available from the University Secretary at 8101. The deadline for voting is Nov. 30.



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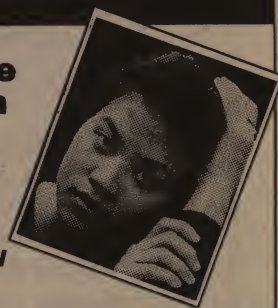
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FAURE *Nocturne from "Shylock Suite"*  
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with  
Stephanie Chow  
Piano Soloist



## NOVEMBER & DECEMBER CONCERTS :

17 Sun	2:30pm	Royal	NOBEL ELEGANCE
18 Mon	8:00pm	Theatre	Peter McCoppin, conductor Micah Yui, piano Buczynski-Beethoven-Tchaikovsky
8 Sun	2:30pm	Royal	ROAD TO PRAGUE
9 Mon	8:00pm	Theatre	Glen Fast, guest conductor Joseph Elworthy, cello Schubert-Suk-Haydn-Dvorak-Mozart
14 Sat	8:00pm	Royal	HANDEL: MESSIAH
15 Sun	2:30pm	Theatre	Peter McCoppin, conductor Four outstanding soloists
20 Fri	8:00pm	Royal	CHRISTMAS with the
21 Sat	8:00pm	Theatre	SYMPHONY
22 Sun	2:00pm		Brian Jackson, conductor Donna Bennett, soprano

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# Across the Country

**“Dear Bill” letter gets an answer**—Ever wonder what Microsoft boss Bill Gates would do if you asked for help with your out-of-date software? Well, engineering professor Mike Smith of the University of Calgary found out. In a light-hearted article in the May 1996 issue of *Circuit Cellar INK*, Smith lamented the state of his department’s computer facilities and launched a plea for help. “I wonder how Microsoft would react if I sent Bill this fax,” he wrote. “Dear Bill... educational funding cuts mean I have little money. I need a good Windows program. What can you do for me?” A Microsoft employee in Seattle saw the article and Microsoft donated \$34,000 US worth of software to the department. —The University of Calgary Gazette, Sept. 30, 1996

**Universities call for research help**—Three university organizations representing university presidents, faculty and scientists have called on the federal government to support a multi-million dollar plan to secure long-term economic prosperity for Canada through scientific research. Their proposal was tabled at a meeting in Ottawa with the House of Commons Standing Committee on Finance.

In the proposal, the Association of Universities and Colleges of Canada (AUCC), the Canadian Association of University Teachers (CAUT) and the National Consortium of Scientific and Educational Societies (NCSES) state that Canada must shift its focus from natural resources to knowledge creation to remain economically competitive globally and to stimulate job growth domestically. The plan calls for:

- the creation of new awards worth close to \$60 million over the next four years for young researchers and graduate students
- the upgrading of research infrastructure worth as much as \$1.2 billion in new funding from federal, provincial and local partners, including the universities themselves
- the renewal of the Network of Centres of Excellence program at a cost of \$50 million per year
- the strengthening of university technology transfer offices over the next four years with about \$60 million
- the creation of 25 community research shops to forge links between university research and community development worth about \$11 million over the next five years.

Members of the consortium are optimistic about the government’s response.

“My sense is that politicians are beginning to understand that the research community is important and we need to...make sure our research capacity is maintained,” says Robert Giroux, president of the AUCC.

The proposal, *Putting Knowledge to Work: Sustaining Canada as an Innovative Society*, is available electronically at <http://www.aucc.ca/english/about/briefs/KWORK.htm>

—The Calgary Gazette, October 28, 1996 and University Affairs, November, 1996.

**Guelph looks to real estate to raise funds**—In a move to deal with government cutbacks, the University of Guelph has developed a retirement community for seniors, called Village by the Arboretum, on property next to the campus. Similar to other real estate ventures the university is involved in, including a golf club and a research park, the univer-

sity owns the land and leases it to home buyers. Seniors who buy homes in the Village sign a 20-year lease and pay between \$175 and \$300 a month depending on the size of the lot. Leases include a discount on university courses and use of campus athletic facilities. A private developer develops the property and handles sales. To date 142 leases have been signed.

Administrators estimate it will take from three to five years to pay off the costs incurred by the University to get the project up and running. Once the debt is cleared, all revenue will be invested in an endowment fund, called the Heritage Fund, which will support such projects as new buildings or computer systems. When the developer’s lease runs out in 50 years, the university will have the option of taking over the responsibility of managing the community and getting 100 per cent of the revenue or renewing the lease. —University Affairs, November, 1996.

**Provincial cuts spark cost-recovery programs in Ontario**—The University of Waterloo has joined three other Ontario universities in offering full-cost recovery programs in response to decreased provincial grants. UW’s senate has approved a new master of arts program in the department of English and a master of taxation (MTax) in the school of accountancy. UW follows the lead of Queen’s University which earlier this year offered an MBA for which students pay full cost, about \$22,000. Since then, both the University of Western Ontario and the University of Toronto have received permission from the Ontario ministry of education to more than double tuition fees for their dentistry programs to allow partial cost recovery.

Dr. Gary Waller, UW’s associate provost (academic and student affairs), says students are most likely to accept high fees if there is a reasonable likelihood that they will recover the cost quickly through employment. This is most likely to be the case in professional programs for which there is a high demand for graduates, he adds.

In general, university programs in Ontario get between 15 and 30 per cent of their revenue from students, with government grants and minor funding sources paying the rest of the bill. UW students paid 17 per cent of operating costs three years ago and are paying 30 per cent this year, says President James Downey.

—UW Gazette, October 23, 1996.

**U of T urges funding boost**—A U of T delegation has made a presentation to the provincial panel which was established in July to study the future of post-secondary education in Ontario. President Robert Prichard outlined the university’s recommendations which included: restoring public funding for Ontario universities to the national average; deregulating tuition fees and strengthening student financial aid through the introduction of an income contingent loan program; a greater recognition of U of T’s distinctive role; and more support for the needs of the research-intensive universities.

Prichard was pleased with the response of the panel which will review the university’s proposals in detail.

—University of Toronto Bulletin, November, 1996.

## LETTERS

### Negative impact on quality of faculty could result?

**Editor:**

Dr. Daniels (Philosophy) has suggested in the October issue [Oct. 4] of *The Ring* that attempts to eliminate discrimination through a statistically-based, preferential hiring plan may in fact backfire, and actually create discrimination. He shows that this has happened in the past to Jewish scholars at North American universities. I would like to add that such a plan might also adversely affect the quality of the faculty. If you don’t believe this, read Dr. Daniels’ letter and then consider a statistic: Jews make up about one percent of the world’s population, but have earned sixteen percent of the Nobel Prizes.

**Barry Carlson,**  
Linguistics

### Always two sides to quotas

**Editor:**

The thrust of my recent letter to the editor was to illustrate by way of historical example that the Equity Handbook’s proposed method of measuring bias and discrimination in our hiring procedures doesn’t always work. How well the “racial-religious” (read *Jewish*) composition of universities mirrored that of society at large proved in the twenties and thirties a poor measure of whether there were or were not biased procedures being used in them. Worse yet, the subsequent efforts by administrators to insure that universities did not mirror society resulted in iniquitous discrimination.

Let me now provide reason to think that this “mirroring” relationship between university departments and society at large is *almost never* a good measure of bias or discrimination in hiring. The racial, sexual, etc., composition of the pool of *minimally qualified candidates* for university posts (in most disciplines, those with PhDs and no tenure track jobs) rarely mirrors that of society at large. In most cases, the make-up of the two groups is very different. Departments cannot mirror both. So if the racial, sexual, etc., composition of *any* group is going to provide a *reliable* measure of the presence or absence of bias in hiring procedures, the one that counts is the pool of minimally qualified candidates - *not* society at large!

I suspect, however, that no really helpful information can be gained about bias in hiring by comparing the make-up of a department to that of even its pool of minimally qualified candidates. A university department is just too small a sample to be taken as reliably representative.

Both Deborah Yaffe’s and Linda Sproule-Jones’s responses to my original letter correctly remind me that there are two sides to *all* quotas: those they exclude *and* those they admit. Indeed, in the nineteen twenties and thirties, some American universities did not put quotas on Jews, at least not officially. Instead, they instituted *affirmative action*, granting

special admission to less qualified applicants who came from certain parts of the US, from the sparsely populated rural southern mid-western, and western states—regions that, incidentally, had low percentages of Jewish residents. Whichever side of a quotas it pleases us to dwell upon, the affirmative or the restrictive, the other side is there, whether we wish to be mindful of it or not.

**Charles B. Daniels**  
Department of Philosophy

### Future conferences to be more inclusive

**Editor:**

The 1996 UVic Women’s Conference Planning Committee acknowledges that an omission was made by not extending formal invitations to campus groups and organizations who are otherwise marginalized. The Committee extended an apology and invitation to all members of these groups to participate in this year’s Conference and share their valuable insights and knowledge.

The Conference Planning Committee should have made a greater effort to seek representation from these groups and not relied on the open invitation issued through campus media or through letters of invitation sent in July 1995 to employee groups, the Graduate Students’ Society and the University of Victoria Students’ Society.

We regret that anyone has felt excluded from the planning process or from the Conference.

The Conference Planning Committee would welcome the opportunity to work with members from these groups to develop formal Terms of Reference for a Women’s Conference at UVic. The Planning Committee will extend invitations to these meetings to the Native Student Union; Women of Colour Collective; Lesbian, Gay, Bisexual Alliance; Women’s Centre, and the Women’s Studies Department. The Planning Committee would like to ensure this process is inclusive for everyone at UVic. If anyone is aware of a group or organization who should have representation on this committee, please contact Susan Corner c/o the Student Union Building.

*Common Ground: Uncommon People* is the third UVic Women’s Conference. Individuals from across the University volunteer their time to organize this event. Members of the Planning Committee hope all women on campus will feel future UVic Women’s Conferences are inclusive. The conferences should open a channel for dialogue leading to action on issues that should impact on us all.

**Members of the Planning Committee**  
UVic Women’s Conference 1996